<table>
<thead>
<tr>
<th>Criteria</th>
<th>SY20 Rating (if any)</th>
<th>Projected SY21 Evaluation Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teachers with all required observations and post-conferences completed by March 13</td>
<td>Rating based on 100% practice</td>
<td>If rating is 250 or lower, PAT can be non-renewed; Otherwise advance to next PAT year, or Tenured Biennial plan</td>
</tr>
<tr>
<td>Teachers with two observations and post-conferences completed by March 13</td>
<td>Proficient</td>
<td>If rating projected to be Unsat, PAT can be non-renewed; Otherwise advance to next PAT year, or Tenured Biennial plan</td>
</tr>
<tr>
<td>PAT3s with Excellent ratings in their first two years, who do not have all required observations</td>
<td>Excellent</td>
<td>Tenured Biennial plan, based on three Excellent ratings in their first three years</td>
</tr>
<tr>
<td>Other PATs without 2 observations and post-conferences by March 13</td>
<td>Proficient</td>
<td>Advance to next PAT year, or Tenured Biennial plan</td>
</tr>
<tr>
<td>Teachers with all required observations and post-conferences completed by March 13</td>
<td>Higher of rating based on 100% practice, or most recent rating.</td>
<td>Determined by rating</td>
</tr>
<tr>
<td>Teachers without all required observations and post-conferences by March 13</td>
<td>No rating given</td>
<td>Continuation of Annual Plan, with completed SY20 observations counting toward SY21 rating</td>
</tr>
<tr>
<td>Teachers with at least one formal observation and post-conference completed by March 13</td>
<td>No rating given</td>
<td>Year 2 of Biennial Plan</td>
</tr>
<tr>
<td>Teachers without a formal observation</td>
<td>No rating given</td>
<td>Restart Year 1 of Biennial Plan</td>
</tr>
<tr>
<td>Teachers with all required observations and post-conferences complete by March 13</td>
<td>Higher of rating based on 100% practice or Developing</td>
<td>Determined by rating</td>
</tr>
<tr>
<td>Teachers without all required observations and post-conferences by March 13</td>
<td>No rating given</td>
<td>Continuation of Year 2 of Biennial Plan, with completed SY19 and SY20 observations counting toward SY21 rating</td>
</tr>
</tbody>
</table>